

THE UNIVERSITY OF AKRON



LUIS M. PROENZA
PRESIDENT

January 30, 2012

James P. Tressel
2777 McCoy Road
Columbus, OH 43220

I am pleased, Jim. . .

. . . to offer you the position of Vice President for Strategic Engagement at The University of Akron. This appointment is subject to formal approval by the Board of Trustees, a recommendation that I will make at the regular meeting of the Board of Trustees on March 24, 2012.

I also will recommend that the Board approve your appointment effective May 1, 2012 and that you receive an annual base salary of \$200,000, prorated and payable on a monthly basis. The initial term of your contract shall be from May 1, 2012 through June 30, 2014. Your base salary will be increased \$10,000 on July 1, 2013. Thereafter, you will be eligible to be considered for annual merit increases on or effective July 1, of each succeeding year.

As the Vice President for Strategic Engagement, the terms of your employment and responsibilities shall be generally as follows:

The Vice President for Strategic Engagement shall be appointed by the Board of Trustees upon the recommendation of the president, shall hold office at the discretion of the president, and shall be responsible to the president. The Vice President for Strategic Engagement shall, as requested by the president, assist the president, vice presidents and other members of the university's leadership team in implementing the mission and pathways of Vision 2020: The New Gold Standard of University Performance. The Vice President for Strategic Engagement shall identify, recommend, and support strategies and efforts that promote student success, academic excellence, alumni and friend engagement, collaborations and partnerships with community and governmental entities, and other such Engagement as may be assigned by the president

Both the Board of Trustees and I look forward to a long and continuing relationship with you as a member of our senior leadership team. As with all members of the senior leadership team, the Vice President for Strategic Engagement is appointed by the board upon recommendation of the president and holds office at the discretion of the president. In the unlikely event I recommended you step down from your position, you would be entitled to continue to receive your then current salary for an additional six months following such notification.

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THE UNIVERSITY OF AKRON IS AN EQUAL EDUCATION AND EMPLOYMENT INSTITUTION

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As Vice President for Strategic Engagement, you are entitled initially to 22 regularly scheduled days (Monday through Friday) of paid vacation in accord with established policy governing 12-month appointments for faculty and contract professionals. Attendance at business and professional meetings and conferences shall not be considered as vacation time. You shall be provided 15 regularly scheduled work days (Monday through Friday) of sick leave per year which may be accumulated without limit all in accord with Board policy applicable to 12-month, full-time faculty and contract professionals.

You will, of course, be provided with the opportunity to select a comprehensive health care plan which includes dental, term life insurance coverage, and disability insurance from a University provided "cafeteria" plan available to faculty and contract professionals. The medical health options vary and require employee participation. Vision, supplemental group term life insurance, dependent life insurance, and enhanced long-term disability plans are also available. I believe you will find the overall group benefits package to be quite substantial and attractive. There are no waiting periods for health coverage, life insurance, disability plans or dependent tuition benefits.

You will also have the opportunity to select from several retirement plan options, including participating in SERS, a state retirement system to which non-faculty contract professionals participate. The University of Akron has adopted a Section 403(b) Plan that permits employees to make salary reduction contributions (i.e., before-tax contributions). You may select from over a dozen authorized 403(b) vendors to make employee contributions within the limits provided by law. However, pursuant to the current Adoption Agreement approved by our Board of Trustees, no employer contributions will be made to any 403(b) plan. In addition, you may also take advantage of participating in a 457 Plan that provides for similar voluntary employee, before tax contributions, up to the limits provided by law.

I will also recommend, that the Board authorize (1) reimbursement for reasonable moving expenses, in accord with established policies of the Board, in an amount not to exceed \$15,000; (2) reimbursement for reasonable travel expenses relating to your relocation prior to your official starting date; and (3) reimbursement for agreed upon work days you perform for The University of Akron prior to your official start date. Such reimbursement for work performed shall be based on a per diem rate using your base salary.

We understand that you have officially retired from OPERS on June 30, 2011, and that since you are not being reemployed in the same position from which you retired, there is no notice or hearing requirement associated with your reemployment.

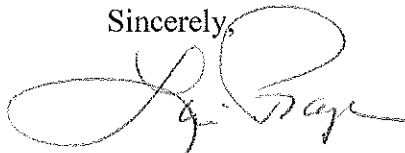
We also encourage you to continue with "outside" speaking engagements not directly connected with the University, as well as other outside activities as a columnist or writer, provided such outside activities do not exceed more than two or three occasions per month and do not interfere with your primary responsibilities, and conform to the University's policy on Conflicts of Interest and Conflicts of Commitment. We are especially pleased that you would be willing to become a member of the adjunct faculty, and consider teaching in the summer term.

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Jim, I am confident that your presence as a senior member of our leadership team will greatly enhance our joint ability to contribute significantly to The University of Akron specifically and higher education generally. I sincerely look forward to welcoming you and Ellen into our University family. Finally, I want again to express to you my strong desire, shared by the Board of Trustees, that we establish a long-term relationship which will contribute significantly to our joint ability to distinguish The University of Akron as northern Ohio's leading university.

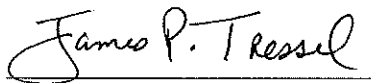
With every good wish,

Sincerely,

A handwritten signature in black ink, appearing to read "Luis M. Proenza", written in a cursive style.

Luis M. Proenza

Accepted:

A handwritten signature in black ink, appearing to read "James P. Tressel", written in a cursive style.

James P. Tressel

Date:

2-2-12